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**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 3768**

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**(INTERNAL QUESTION PAPER NO 36-2015)**

**3768. Mr K P Sithole (IFP) to ask the Minister of Police:**

Whether, given the current challenge of the shortage of police officers, he will consider the shortening of the recruitment process of police officers to deal with the specified shortage; if not, why not; if so, what are the relevant details?

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**REPLY:**

The South African Police Service received criticism in the past on the poor quality of police recruits. The Recruitment Strategy for the recruitment of new police officers was therefore revised to strengthen the recruitment processes with a focus on quality than quantity and to professionalise the Police Service in terms of the National Development Plan, Vision 2030. The new process included in the Strategy includes the following:

* Targeted recruitment (Community consultation / vigorous marketing and advertising of posts)
* Segregation of functions related to the Strategy
* Integrity Testing
* Grooming Camps
* Publishing of names of applicants in the media for public comment
* Presentation of applicants to the communities for inputs / comments
* Recruitment Board (to involve both internal and external stake-holders in the final decision of recommended candidates)

The recruitment strategy currently in place is continuously subjected to review informed by operational challenges and demands of the organization.